

350 E. Michigan Avenue, Ste. 120  
Kalamazoo, MI 49007  
Phone: 269.349.9170  
[www.michcitizenaction.org](http://www.michcitizenaction.org)

**ADAM KNOTT  
TESTIMONY BEFORE THE JUDICIARY COMMITTEE  
AUGUST 26, 2009**

- Thank you to the Committee and to Chairman Meadows for the opportunity to speak with you today.
- My name is Adam Knott, and I am the Legislative and Research Director of Michigan Citizen Action.
- On behalf of Michigan Citizen Action I am here to express our support for HB 4192.
- We support this legislation because we believe in a Michigan where every person is treated fairly and equally.
- What a lot of people don't realize is that right now hardworking, high performing employees can be fired from their job just because they are gay/lesbian or transgender. This group of people can also be denied some of the most basic human protections such as housing or access to public accommodations.
- All hardworking Michiganders should have the chance to earn a living and provide for their families without fear of being unfairly fired for reasons that have nothing to do with their job performance.
- While a significant majority of large Michigan companies recognize the benefits of inclusive nondiscrimination policies in recruitment and retention of qualified employees, the state has not yet taken this important step. This legislation will bring the remaining businesses, and the local government, in line with the successful employment practices of corporate America.
- We know that workers perform best in an environment where they are free to be honest about who they are and are not forced to hide their gender identity or sexual orientation. During this turbulent economic time we cannot afford to maintain workplaces where employees' diverse gifts are not fully encouraged. Real or perceived discrimination never creates healthy and productive work environments. It's bad for the bottom line.
- Michigan Citizen Action believes in a Michigan where people are judged on the work they do, not who they are.
- On behalf of Michigan Citizen Action, I ask the members of the committee to vote favorably on this legislation and send this bill to the full House with a favorable recommendation.
- Once again, thank you for your time.

Submitted by:  
Adam Knott